

FACULTY SENATE MEETING

April 1, 2015

1. Call to Order.

CHAIR JAMES KNAPP (Earth & Ocean Sciences) called the meeting to order.

2. Corrections to and Approval of Minutes.

CHAIR KNAPP – CHAIR KNAPP asked for corrections to the minutes of the meeting of March 4, 2015. There were none, and the minutes were approved.

3. Invited Guest

CHAIR KNAPP introduced Faculty Civility Advocate Jan Breuer. The Senate engaged in a lengthy process initiated under Knapp's predecessor as Chair, Professor Sandra Kelly from Psychology, to establish a new policy for Workplace Civility including the establishment of a Faculty Civility Advocate or the FCA. Professor Breuer of Economics in the Moore School of Business was selected by the Provost's Office as the inaugural occupant of this important new faculty leadership position. She has been in that position since August of last summer and per the terms of the enabling policy the Faculty Civility Advocate shall provide a report to the Senate of the activities of the office.

PROFESSOR JAN BREUER (Economics/Moore School of Business) reported that the website and separate email for the Faculty Civility Advocate were set up, a series of documents for filing a complaint were developed, and the Committee on Professional Conduct was established. The Committee is a pool of faculty members from across campus numbering 10, of which 3 to 5 would be selected for investigating a case that the FCA deems to be extreme or unresolvable. Also as part of the Workshop Bullying Policy, the FCA and the Committee members had to go through training, so Breuer organized a workshop for members of the Committee on Professional Conduct and others and invited Dr. Loreleigh Keashly to come in as the speaker. She is a Professor of Communications at Wayne State University who has done research for over 20 years in the area of workplace bullying with an emphasis on workplace bullying in academic institutions. The six-hour workshop was held on October 31, 2014; it was also audio taped and then distributed to individuals who were unable to attend the workshop. **[Inserted after the meeting: Jan Breuer also attended a 3-day Mediation Theory and Skills Training session in November.]**

Breuer has received inquiries during the last months 7 months that she has classified into 4 different categories.

1. 4 Phone calls or email inquiries not converted to complaints
2. 2 Phone calls or email inquiries plus one meeting not (or not yet) not converted to complaints

3. 3 Phone calls or email inquiries plus more than one meeting not (or not yet) converted to formal, triggered complaint
4. 1 Phone call or email inquiries plus more than one meeting converted to formal, triggered complaint

CHAIR KNAPP stated that he participated in the workplace bullying workshop. One of the take home messages that he had from that experience was that there would be a significant value for faculty in general to have some level of training not just the people that might be participating in adjudicating different complaints but broadly to just raise the awareness of what is and what is not considered bullying. There was a fair amount of discussion during the development of this policy or expression of concerns that it might influence freedom of speech and academic freedom. It was very informative to learn from trained professionals in this field that there are clear distinctions between those.

4. Report of Committees.

a. Senate Steering Committee, Elizabeth West, Secretary:

PROFESSOR ELIZABETH WEST (South Caroliniana Library) reported that the Steering Committee has voted to add the Registrar to the membership of the Ad Hoc IT Committee.

West brought forward two names for the Tenure Review Board to fill vacancies expiring in 2017: Varsha Kulkarni from Physics and Astronomy and Stephen Liu from Education.

b. Committee on Curricula and Courses, Professor Milind Purohit, Chair:

PROFESSOR MILIND PUROHIT (Physics & Astronomy) brought forward 20 new course changes. Twelve of them from the College of Arts and Sciences, six from the Darla Moore School of Business, two from School of Music, three from the College of Nursing, and two from the Arnold School of Public Health.

There was no discussion and the proposals were approved as submitted.

c. Committee on Instructional Development, Professor Charley Adams, Chair:

PROFESSOR PUROHIT, on behalf of Professor Charley Adams, requested approval of 6 existing courses to be offered via distance education delivery. Two from the College of Arts and Sciences, two from the College of Hospitality, Retail, and Sport Management, and one each from the College of Mass Communications and Information Studies and the College of Pharmacy.

There was no discussion and the proposals were approved as submitted.

c. Faculty Welfare Committee, Professor Janet Hudson, Co-Chair:

PROFESSOR JANET HUDSON (Extended University) gave a preliminary report on the committee's survey of the non-tenure track faculty. One reason it is preliminary is there are 48 single spaced pages of comments and the participation rate was very high overall at 59%, and some colleges were much higher.

The survey was sent to all non-tenure track faculty (full-time faculty who are not in a tenure track position. Adjuncts and graduate assistants were not included. These positions represent a third of all faculty at the university and more than half of those have been here for six or more years. One of the comments was "Why are we defined by who we are not?" The comments were extensive and they are strong in many areas. This encompasses 22 different job titles because there is a lack of standardization with every college using a wide variety of job titles. A full report will be available in June.

CHAIR KNAPP stated that this is a major step forward for the university. The so called non-tenure track faculty which include clinical faculty, research faculty, instructors, etc. under many different job titles; represent more than one-third of the faculty on the USC Columbia campus. They make major contributions to the university but often times those contributions are not fully appreciated or even known. Knapp encouraged the senators to attend the June meeting when those results will be shared with the Senate, and for senators to encourage their fellow faculty members to access that information once it is on the website.

5. Reports of Officers.

CHAIR KNAPP reported that President Pastides was travelling to participate in a SACS site visit. On behalf of the president, Knapp congratulated the women's basketball team as they compete in their first ever NCAA Final Four this coming weekend.

He welcomed Interim Provost Helen Doeringhaus to the podium to present the report of the Provost.

INTERIM PROVOST HELEN DOERPINGHAUS reported that with the spring weather, there are a lot of students on the Horseshoe. There are also many visitors on campus at this time of year because April is a critical month for recruiting students. The university is competing within and beyond the state for freshmen and for transfers. Every college has special events and information sessions right now and Doeringhaus thanked the faculty for being a part of that. On Saturday April 11 there will be another 3,000 perspective students and scholarship recipients coming. Over the next two weeks there are almost 5,000 visitors registered for tours.

The Horseshoe isn't just a place to greet students and families it is also a place celebrate student awards and the administration is starting to get some really good news from the Office of Fellowships and Scholars Program. This year more than 220 students applied for National Fellowships. For the 23rd consecutive year Carolina students are among the

elite group of Goldwater recipients, the most prestigious undergraduate research scholarship. Two of the four nominees were recognized by Goldwater; one is a scholar and one for honorable mention. There are nine NSF Graduate Research Fellows with ties to USC. Among the winners are three graduating seniors, one graduate student and five recent alumni who worked with the Provost's office to participate in the competition. There are also six USC associated honorable mentions. So it was a great year for the NSF Graduate Research Fellows.

This kind of success is not possible without a lot of work from faculty. Some of them participate in preparatory sessions – the readings, the meeting, the mock interviews – and all of the hard work from hundreds of faculty really makes the difference. It is so important that faculty continue to let our students know about these national awards. Many of them come to college unaware that there is something that follows college and most of them do not have experience in getting ready for this kind of competition so it is really important that the university keeps moving in that direction.

Last week the Graduate School announced the inaugural cohort of Graduate Civics Scholars. This is a new program that welcomes masters and doctoral students at all levels from all disciplines and it provides these students who are interested in community and public engagement or action based research and social justice with an interdisciplinary program as well as a \$500 stipend. The Graduate Civic Scholars also get a transcript notation so this is a great development program for Carolina's graduate students.

Students are not the only ones on campus making the most of the Carolina spring time. Faculty have been engaged in leading on a variety of fronts. The University Committee on Tenure and Promotions has been working hard and they are down to just a few files left for review. The faculty in HSRM have spent a great deal of time this past week with their dean's search wrapping up campus visits for five candidates. The College of Engineering and Computing Dean's Search Committee has met and soon will be soliciting candidates as well. The College of Arts and Sciences and the College of Education deans search committees are also in the process of being formed. So there are four deans' searches underway. That is a lot of faculty time and a lot of faculty commitment. The search committee for the new Provost is underway and it is making good headway with securing a new and permanent academic leader for the university.

Next week on April 9 is the first Research Retreat at the Convention Center. Faculty who are interested in attending should contact the Office of Research. The program includes sessions on faculty mentoring, diversity challenges, and interdisciplinary graduate education as well as provides opportunities for networking.

Another faculty program this year that has been very well received was the pilot year of the PAL's Leadership Development Program for faculty. Under the leadership of Senior Vice Provost Lacy Ford, twenty-six faculty fellows representing all twelve schools and colleges eligible for PAL participated in 40 to 50 hours of targeted professional development activities. This allowed faculty to gain experience in budgeting and human resource processes, managing conflict, and building networks outside one's own

academic discipline. The PAL Program has been very well received, it has been very popular and it will be offered again next year.

Doerpinghaus then spoke on two topics that have been in the news, beginning with the budget. The colleges have all been developing and presenting their blueprints for academic excellence this past week and this will continue another week. The Provost's Office and the Budget and Finance Office are able to see what the colleges are planning, what they have in mind, and what their needs might be. The Provost's Office is still waiting for legislative and tuition increase decisions, and on enrollment figures thus April is an important month for recruiting. Administrators are not certain about revenue yet but at this time they anticipate another tight year for USC similar to this past year.

Doerpinghaus then turned to Greek Life, which has been on the national, state, and local news recently. Greek Life is a very important part of student life at Carolina. This past month the Greek community led the unsurpassed fund raising of the Dance Marathon where more than a half a million dollars was raised to support the Palmetto Health Children's hospital. Last weekend Doerpinghaus was hiking in state forest and ran into a trail crew from USC Fraternity, who were providing service to preserve the environment. Carolina Greek Life recruits many of USC students and these organizations like all of our student life organizations can help make a big university both smaller and more welcoming to entering students. Greek organizations bring benefits to the campus and they also bring concern.

University administrators are working hard on understanding what is happening with Carolina's Greek organizations and exploring what can be done to make the Greek experience a positive and healthy one for all students. In February the Board of Trustees passed a resolution that recognized the troubling behaviors of hazing that occur on college and university campuses across the United States. The Board fully supports the university's continuing efforts to protect students by eliminating hazing and holding accountable those individuals who engage in such deplorable behavior. The university community is taking other action as well, by currently examining the prevalence of alcohol and drug misuse and looking at strategies for addressing it at all levels including university and organizational policies, procedures, and practices that are enacted to address such behaviors. The university is looking at the issue of sexual misconduct and developing strategies for intervention and long term change. This review must include attention to hazing and other abusive behaviors. Administrators are evaluating the racial and ethnic diversity of the Greek community and the council leadership structure, and are interested in how Carolina's organizations promote their groups, how they take in members, and when they take in members. They are also examining the existing behaviors, beliefs, and culture of the alums, of the advisors, the housing corporation members, as well as other adults who have relationships with our Greek organizations. Some faculty sponsors of Greek organizations have called Doerpinghaus this spring. She expressed appreciation for their concern and leadership, recognizing faculty's important role in setting the expectations for behavior in their organizations. Administrators are also looking at the role and the relationship of the national offices and leadership to Carolina's local Greek chapters.

They hope to see transformational and systematic change. Change must occur for the student experience at USC and for the future of Greek organization. The systematic change must be value based. That is, it must be aligned with both the university's values and the values of national organizations and this systematic change must be supported consistently and unequivocally in both word and actions by undergraduate students, alums, national headquarters, and the university community. Doerpinghaus is very encouraged by the work that is going on right now and frankly it has been an honor for her as the Dean of Undergraduate Studies to work with the Vice President for Student Affairs, with the President and with the Board to see the strong commitment that all of Carolina's leadership has for securing the health and safety and well-being of all of our students.

Doerpinghaus stated that Dr. Dennis Pruitt would be happy to come to a future Faculty Senate meeting and provide more details and answer more questions. Doerpinghaus felt it was important to go ahead and report that a lot of work is being done.

CHAIR KNAPP commended Interim Provost Doerpinghaus on moving forward with the review of Greek Life and how the administration and faculty might make college a better and safer experience for all students. It is significant concern for the members of the Board, and he applauds the diligence and care they bring to their jobs as trustees of this university.

He asked if most of the students that are touring the campus now have already been admitted and are in the process of making their decision.

INTERIM PROVOST DOERPINGHAUS confirmed that the admitted students are coming to make their final decisions, and that a lot of sophomores and juniors from around the country are coming too over their spring breaks.

6. Report of Chair.

CHAIR KNAPP reported that as the end of his tenure as Chair of the Faculty Senate approaches, he has reflected on the on the opportunities and challenges that come with this position.

It has been a wonderful period of growth for Knapp personally and professionally. Important strides have been made in advancing both the university and the role of the faculty in the operation of the university. He will have some parting comments at his final Faculty Senate meeting in June but at this time wanted to remind senators that a year from now this body will conduct elections for the Chair-Elect of the Faculty Senate. And, while that prospect may seem on the distant horizon, now would be a good time for anyone considering a possible nomination to start gathering information on the position and the intended responsibilities. He urged senators to give thoughtful consideration to the prospect as there remains much important to do be done through **their** Faculty Senate.

Knapp will be happy to engage anyone who would like, either formally or informally, on what the position entails.

Chair Knapp stated that he is leaving the Senate in very good hands with Chair-Elect Augie Grant. This past year, because there was a sitting chair-elect, opportunity to engage the chair-elect in a lot of activities of the Senate and that is a practice he hopes will continue. The Faculty Manual provides at any time for a sitting chair and a chair-elect or a past chair and those individuals all serve various roles within faculty committees and faculty governance. Clearly the sitting chair has the authority of the Senate behind him or her but there are important roles that both the chair-elect and the past chair can serve and he is hopeful the Senate is setting a new standard for that to go forward where those individuals continue to serve the Senate in those capacities.

The Senate has a seasoned leadership team including Secretary Professor Elizabeth West and Parliamentarian Bill Sudduth as well as a number of faculty leaders who populate the committees of the Senate. This is really such an important role that often goes under appreciated as to just how important the faculty leaders are and what they bring to the overall university – beyond just their teaching and research but their service to the university.

Chair Knapp then stated that he had the pleasure to invite the chairs of the Faculty Senate committees to lunch at the McCutchen House last week. This is an annual tradition started some years ago and is just a small way of saying thank you to the many faculty leaders who have dedicated untold time and energy in representing the faculty and the operation of the university. Interim Provost Helen Doeringhaus and President Pastides were both in attendance as they are every year to express their gratitude to the faculty leaders. In particular President Pastides expressed an interest in the year going forward to make it a point to actually come and visit each of the Faculty Senate committees. This is an opportunity that should be taken advantage of as typically his time is so committed that individual faculty or even committees don't have an opportunity to speak face-to-face with the President of the University other than here in a very public setting. Knapp encouraged incoming Chair Augie Grant to move forward with that and take up the President on his offer to engage with faculty committees on a more personal basis.

May commencement exercises are approaching, and Chair Knapp has become more aware of that in his role because the administration and members of the Board travel to each of the system campus to engage in those commencement exercises and it is quite a challenging few days to make it through all those. As Chair of the Faculty Senate, he has had the honor to lead the deans of the university into the commencement procession at the University of South Carolina Columbia, and he has had the honor of sitting with the platform party with such distinguished guests as Vice President Joe Biden and Florida Governor Jeb Bush among others, and proudly stand with the faculty as they are introduced to the assembled graduates, parents, board members, and guests. Knapp always take great pride as one of the few faculty members to stand up on the platform along with the faculty colleagues as they are recognized. This really is the culmination for the students in particular but also for professors in the academy of recognition of the

hard work that everyone has put into the education of young people. It is often seen as somewhat of a burden by some to attend these ceremonies but he has always thought of it as a worthwhile experience. He encouraged the faculty to participate with their regalia.

The second General Faculty meeting of the year is traditionally held on Reading Day at the end of the spring semester and will take place on Tuesday, April 28, 2015, at 2:00 pm in the School of Law Auditorium. Per the terms of the Faculty Manual, that meeting will be chaired by President Pastides and the Faculty Advisory Committee will be bringing to a vote at that meeting a set of proposed changes to the USC Columbia Faculty Manual. These were changes that were introduced here in this body last month and they have been up for review and comment on the Faculty Senate website. Included in those proposed revisions is the creation of a new standing committee of the Faculty Senate for Information Technology as well as other revisions which were enumerated by the Faculty Advisory Co-Chair Professor Chris Robinson at the March 4th meeting of the Senate. The Faculty Advisory Committee is continuing to work on a proposal for instituting some level of university wide procedures for non-tenure track faculty at the University of South Carolina. Obviously they will be interested to take into account the results of the survey that was conducted by the Faculty Welfare Committee and at this point it is likely that it won't be before the fall before the committee sends forward a proposal.

The last meeting of the Faculty Senate for the 2014-2015 academic year and Knapp's final meeting as Chair of the USC Columbia Faculty Senate will be on Wednesday the 3rd of June, 2015. As has been the custom of the Senate and in keeping with the famously hot summers in Columbia, the June meeting is casual Hawaiian dress day.

7. Unfinished Business.

Professor West returned to solicit nominations from the floor for slate of committee nominees. There were none, and the slate was approved.

PROFESSOR SUBRA BULUSU (Earth and Ocean Sciences), Co-Chair for the IT Ad Hoc Committee, brought forth a proposal to change the Faculty Manual to add an ex-officio member from the Office of the University Registrar.

CHAIR KNAPP stated that it will be added as an amendment and brought before the General Faculty on April 28.

8. New Business.

There was no new business.

9. Good of the Order.

PROFESSOR CHRISTIAN ANDERSON (Education) provided an update on the work for a commemorative statue of Richard T. Greener, who was the first African-American professor at USC. He served as Professor and as Librarian and graduated from the Law

School from 1873 to 1877 during the reconstruction era. An ideas competition was held, a sculpture was proposed and now it has been approved by the Board of Trustees, the Design Review Committee, and the Board of Trustees Building and Grounds Committee, and the Greener committee has approval to raise the money to put up this statue. It will be erected next to the Cooper Library, in the green space off to the left. This a recognition of a fellow former fellow faculty member who was important in his own right not just for what he did at Carolina but afterwards. The website about him, which is www.sc.edu/greener, will be updated with more information about the statue and everything else going forward.

CHAIR KNAPP stated that he has seen some of the conceptual drawings through the Board of Trustees and it is an impressive tribute to Professor Greener.

PROFESSOR GLENN BUNTON (Thomas Cooper Library) announced a new faculty award that has been created by the University Libraries and Student Government called SCoer (pronounced “score”). This award is designed to encourage faculty members to investigate Open Educational Resources – high quality, openly licensed teaching materials that are available at no cost to students. Winners will be asked to attend the one-hour workshop, submit a review of an open educational resource textbook and fill out a brief survey after a year and will be rewarded with a \$200 prize and a certificate. More information and the brief application is on the library’s homepage.

10. Adjournment.

A motion to adjourn was seconded and passed. The next meeting of the Faculty Senate will be June 3, 2015, at 3:00 p.m. in the Law School Auditorium.